



## CASCADE COUNTY

### Board of County Commissioners

325 2nd Avenue North

Great Falls, MT 59401

Tel. 406.454.6810

Fax 406.454.6945

[commission@cascadecountymt.gov](mailto:commission@cascadecountymt.gov)

[www.cascadecountymt.gov](http://www.cascadecountymt.gov)

May 11, 2018

TO: Anne Martinez  
80 Gannon Drive  
Great Falls, MT 59404

Dear Anne,

Thank you for continuing your service on the Cascade County Compensation Board and participating in the discussions and recommendations for the County elected officials' salaries. As a reminder, the Compensation Board will be meeting on **Monday, May 21, 2018 at 1:30 p.m. in the County Commission Chambers**, Courthouse Annex, 325 2<sup>nd</sup> Avenue North.

An agenda and background material are enclosed to prepare you for the discussions. We will begin the meeting with a little refresher on the roles and responsibilities of the Compensation Board, then hear from our HR Director and Budget Officer about the County's FY 2019 revenue and expense projections.

Afterwards, we will have an open discussion and hopefully act on the compensation for our elected officials and those employees tied to the elected officials' salaries.

Looking forward to seeing you on May 21, and thank you again for your service to the citizens of Cascade County.

Sincerely,

JANE WEBER  
Chairman  
Cascade County Commission

JOE BRIGGS  
Commissioner

JAMES L. LARSON  
Commissioner

cc: Jeff Mora, HR Director  
Mary Embleton, Budget Officer  
Bob Edwards, Sheriff  
Josh Racki, County Attorney  
Jamie Bailey, Treasurer  
Faye McWilliams, Clerk of Court

Enclosures (3): May 21, 2018 Agenda and Background Information Documents



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May 11, 2018

TO: Ted Lewis  
1000 E. Fiesta  
Great Falls, MT 59404

Dear Ted,

Thank you for continuing your service on the Cascade County Compensation Board and participating in the discussions and recommendations for the County elected officials' salaries. As a reminder, the Compensation Board will be meeting on **Monday, May 21, 2018 at 1:30 p.m. in the County Commission Chambers**, Courthouse Annex, 325 2<sup>nd</sup> Avenue North.

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In reviewing our records, your appointment ends on June 30, 2018. Thank you for advising the County Administrative Assistant, Bonnie Fogerty of your interest in renewing your appointment. We will act on your appointment at our June 26, 2018 Commission Meeting.

Looking forward to seeing you on May 21, and thank you again for your service to the citizens of Cascade County.

Sincerely,

JANE WEBER  
Chairman  
Cascade County Commission

JOE BRIGGS  
Commissioner

JAMES L. LARSON  
Commissioner

cc: Jeff Mora, HR Director  
Mary Embleton, Budget Officer  
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May 11, 2018

TO: Jean Faure  
PO Box 2466  
Great Falls, MT 59403

Dear Jean,

Thank you for continuing your service on the Cascade County Compensation Board and participating in the discussions and recommendations for the County elected officials' salaries. As a reminder, the Compensation Board will be meeting on **Monday, May 21, 2018 at 1:30 p.m. in the County Commission Chambers**, Courthouse Annex, 325 2<sup>nd</sup> Avenue North.

An agenda and background material are enclosed to prepare you for the discussions. We will begin the meeting with a little refresher on the roles and responsibilities of the Compensation Board, then hear from our HR Director and Budget Officer about the County's FY 2019 revenue and expense projections.

Afterwards, we will have an open discussion and hopefully act on the compensation for our elected officials and those employees tied to the elected officials' salaries.

Looking forward to seeing you on May 21, and thank you again for your service to the citizens of Cascade County.

Sincerely,

JANE WEBER  
Chairman  
Cascade County Commission

JOE BRIGGS  
Commissioner

JAMES L. LARSON  
Commissioner

cc: Jeff Mora, HR Director  
Mary Embleton, Budget Officer  
Bob Edwards, Sheriff  
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Enclosures (3): May 21, 2018 Agenda and Background Information Documents



# Cascade County Compensation Board Members

## May 21, 2018 Compensation Board Hearing

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### Board of Cascade County Commissioners

County Commissioner, Jane Weber

County Commissioner, Joe Briggs

County Commissioner, Jim Larson

### Three-Elected Officials Appointed by the Board of County Commissioners

Sheriff Bob Edwards

Clerk of Court, Faye McWilliams

Treasurer/Superintendent of Schools, Jamie Bailey

### County Attorney

County Attorney, Josh Racki

### Resident Taxpayer Board Members Appointed by the County Commissioners

Ted Lewis, First Interstate Bank (term expires on June 30, 2018)

Jean Faure, Faure Holden Attorneys at Law PC (term expires on June 30, 2019)

Anne Martinez, Independent Management Consultant (term expires on June 30, 2020)

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Excerpts from Montana Code Annotated Regarding the Compensation Board (yellow highlighting added)

#### **7-4-2503. Salary schedule for certain county officers -- county compensation board.**

(1) (a) The salary paid to the county treasurer, county clerk and recorder, clerk of the district court, county assessor, county superintendent of schools, county sheriff, county surveyor in counties where county surveyors receive salaries as provided in 7-4-2812, justice of the peace, county coroner, and county auditor in all counties in which the office is authorized must be established by the county governing body based upon the recommendations of the county compensation board provided for in subsection (4).

(b) Except as provided in subsection (2), the annual salary established pursuant to subsection (1)(a) must be uniform for all county officers referred to in subsection (1)(a).

(2) (a) An elected county superintendent of schools must receive, in addition to the salary based upon subsection (1), the sum of \$400 a year, except that an elected county superintendent of schools who holds a master of arts degree or a master's degree in education, with an endorsement in school administration, from a unit of the Montana university system or an equivalent institution may, at the discretion of the county commissioners, receive, in addition to the salary based upon subsection (1), up to \$2,000 a year.

(b) The county sheriff must receive, in addition to the salary based upon subsection (1), the sum of \$2,000 a year.

(c) The county sheriff must receive a longevity payment amounting to 1% of the salary determined under subsection (1) for each year of service with the sheriff's office, but years of service during any year in which the salary was set at the level of the salary of the prior fiscal year may not be included in any calculation of longevity increases. The additional salary amount provided for in this subsection may not be included in the salary for purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in 7-4-2508.

(d) If the clerk and recorder is also the county election administrator, the clerk and recorder may receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(d) may not be included as salary for the purposes of computing the compensation of any other county officers or employees.



(e) The county treasurer, clerk of district court, and justice of the peace may each receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(e) may not be included as salary for the purposes of computing the compensation of any other county officers or employees.

(f) The county coroner may be a part-time position, and the salary may be set accordingly.

(g) The justice of the peace for a justice's court of record may receive, in addition to the base salary provided in subsection (1)(a), compensation up to an amount allowed by 3-10-207.

(3) (a) Subject to subsection (3)(b), the salary for the county attorney must be set as provided in subsection (4).

(b) If the uniform base salary set for county officials pursuant to subsection (1) is increased, then the county attorney is entitled to at least the same increase unless the increase would cause the county attorney's salary to exceed the salary of a district court judge.

(c) (i) After completing 4 years of service as deputy county attorney, each deputy county attorney is entitled to an increase in salary of \$1,000 on the anniversary date of employment as deputy county attorney. After completing 5 years of service as deputy county attorney, each deputy county attorney is entitled to an additional increase in salary of \$1,500 on the anniversary date of employment. After completing 6 years of service as deputy county attorney and for each year of additional service up to completion of the 11th year of service, each deputy county attorney is entitled to an additional annual longevity salary increase of \$500 or a greater amount based on the schedule developed and recommended by the county compensation board as provided in subsection (4). Any additional annual longevity salary increase provided for in this section after the 11th year of service may not exceed the amount provided in the schedule developed and recommended by the county compensation board.

(ii) The years of service accumulated after the 11th year of service as a deputy county attorney prior to July 1, 2015, may not be included in the calculation of the longevity increases by the county compensation board under this section.

(iii) The years of service as a deputy county attorney accumulated prior to July 1, 1985, must be included in the calculation of the longevity increase.

(4) (a) There is a county compensation board consisting of: (i) the county commissioners;

(ii) three of the county officials described in subsection (1) appointed by the board of county commissioners;

(iii) the county attorney;

(iv) two to four resident taxpayers appointed initially by the board of county commissioners to staggered terms of 3 years, with the initial appointments of one or two taxpayer members for a 2-year term and one or two taxpayer members for a 3-year term; and

(v) (A) subject to subsection (4)(a)(v)(B), one resident taxpayer appointed by each of the three county officials described in subsection (4)(a)(ii).

(B) The appointments in subsection (4)(a)(v)(A) are not mandatory.

(b) The county compensation board shall hold hearings annually for the purpose of reviewing the compensation paid to county officers. The county compensation board may consider the compensation paid to comparable officials in other Montana counties, other states, state government, federal government, and private enterprise.

(c) The county compensation board shall prepare a compensation schedule for the elected county officials, including the county attorney, for the succeeding fiscal year. The schedule must take into consideration county variations, including population, the number of residents living in unincorporated areas, assessed valuation, motor vehicle registrations, building permits, and other factors considered necessary to reflect the variations in the workloads and responsibilities of county officials as well as the tax resources of the county.

(d) A recommended compensation schedule requires a majority vote of the county compensation board, and at least two county commissioners must be included in the majority. A recommended compensation schedule may not reduce the salary of a county officer that was in effect on May 1, 2001.



**3-10-207. Salaries.** (1) Subject to subsections (2) through (4), the board of county commissioners shall set salaries for justices of the peace by resolution and in conjunction with setting salaries for other officers as provided in 7-4-2504.

(2) The salary of the justice of the peace may not be less than the salary for the district clerk of the court in that county.

(3) If the justice's court is not open for business full time, the justice's salary must be commensurate to the workload and office hours of the court. The salary of a justice of the peace may not be reduced during the justice's term of office.

(4) The salary of the justice of the peace for a justice's court of record may not exceed 90% of the salary of a district court judge determined as provided in 3-5-211.

## Previous Decisions by the Compensation Board

<b>Fiscal Year</b> <i>(Decisions are made in Spring of the previous year, as FY begins on July 1)</i>	<b>Compensation Board Recommendation</b>	<b>Compensation Board Members</b>
FY 2018 <i>(meeting held on May 31, 2017)</i>	1.3% COLA Increase 1.3% CPI	Jim Larson (Commission Chair), Jane Weber, Joe Briggs, Josh Racki, Bob Edwards, Rina Fontana-Moore, Faye McWilliams, Ted Lewis, Anne Martinez
FY 2017 <i>(meeting held on May 18, 2016)</i>	2.0% COLA Increase .1% CPI	Joe Briggs (Commission Chair), Jane Weber, Jim Larson, John Parker, Bob Edwards, Rina Fontana-Moore, Mary Jolley, Ted Lewis, Jean Faure, Anne Martinez
FY 2016 <i>(meeting held on May 29, 2015)</i>	1.8% COLA Increase 1.6% CPI (2.8%) Cas. Co. Prvt.	Jane Weber (Commission Chair), Joe Briggs, Jim Larson, John Parker, Bob Edwards, Faye McWilliams, Jamie Bailey, Jean Faure, Anne Martinez, Ted Lewis
FY 2015 <i>(meeting held on June 19, 2014)</i>	1.5% COLA Increase 1.5 % CPI (3.42%) Cas. Co. Prvt.	Bill Salina (Commission Chair), Joe Briggs, Jane Weber, John Parker, Bob Edwards, Steve Fagenstrom, Rina Fontana Moore, Brett Weber, Nancy Zadick
FY 2014 <i>(meeting held on August 21, 2013)</i>	2.1% COLA Increase 2.1% CPI (5.72%) Cas. Co. Prvt.	Joe Briggs (Commission Chair), Bill Salina, Jane Weber, John Parker, Rina Fontana Moore, Faye McWilliams, Jamie Bailey, Brett Weber, Nancy Zadick, Jean Faure
FY 2013 <i>(meeting held on June 7, 2012)</i>	3.2% COLA Increase 3.2% CPI (0%) Cas. Co. Prvt.	Jane Weber (Commission Chair), Joe Briggs, Bill Salina, John Parker, Rina Fontana Moore, Faye McWilliams, Jamie Bailey, Bill Zucconi, Nancy Zadick, Brian Hoven
FY 2012 <i>(meeting held on June 14, 2011)</i>	0% COLA Increase 1.6% CPI (.17%) Cas. Co. Prvt.	Bill Salina (Commission Chair), Joe Briggs, Jane Weber, John Parker, Bob Edwards, Jamie Bailey, Rina Fontana Moore, Nancy Zadick, Bill Zucconi

## Key Points

1. **MACO COLA for the next fiscal year is 2.1%**
2. The average annual wage for private sector payroll jobs (does not include self-employment) in Cascade County (Great Falls MSA) grew 7.94% over the last 2 years (from \$36,295 in 2015Q4 to \$39,177 in 2017Q4) according to Chmura Economic's JobsEQ system.
3. The county's ability to generate addition tax revenue remains constrained to ½ of the average rate of inflation for the last three years. This year that means that we can increase the number of mills on previously taxed property by .82%.
4. Any appreciable growth in the county's tax revenue will come from newly taxable enhancements to properties that are not within a TIF district. In FY 2016 approximately \$944,000 was added to the County revenue; in FY 2017 approximately \$1,049,050 was added; and in FY 2018 approximately \$583,745 was added. The value for FY 2019 is unknown at this time, but revenues are not likely to increase substantially from last year, particularly due to Calumet Refinery's protested taxes.





# MACo News

## Consumer Price Index for 2017 - 2.1% Increase

The Consumer Price Index increase for 2017 was 2.1%, based upon data from the US Department of Labor. This index is often used to adjust rates in contracts and as a basis for salary adjustments. Prior to 2001, Montana law required county elected officials' salaries to be adjusted based upon the CPI for Cost of Living Adjustments. In 2001, this requirement was removed from statute so it is no longer a requirement, however it is still widely used as the basis for county employee and elected officials' salary adjustments. Counties are free to provide salary adjustments for elected officials based upon a recommendation from the County Compensation Board. The Compensation Board is free to consider any other relevant factors it chooses. Counties need to keep in mind that this index is a "look-back" in the context that it measures the increase in a specific "market basket" of goods and services from one point in the past to another point further in the past. When an employee's salary is adjusted by the CPI-COLA, it does not reflect the increase in the costs of goods and services in the future, when the salary adjustment will be applied.

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	Annual Increase
1999	164.3	164.5	165.0	166.2	166.2	166.2	166.7	167.1	167.9	168.2	168.3	168.3	166.6	2.2%
2000	168.8	169.8	171.2	171.3	171.5	172.4	172.8	172.8	173.7	174.0	174.1	174.0	172.2	3.4%
2001	175.1	175.8	176.2	176.9	177.7	178.0	177.5	177.5	178.3	177.7	177.4	176.7	177.1	2.8%
2002	177.1	177.8	178.8	179.8	179.8	179.9	180.1	180.7	181.0	181.3	181.3	180.9	179.9	1.6%
2003	181.7	183.1	184.2	183.8	183.5	183.7	183.9	184.6	185.2	185.0	184.5	184.3	184.0	2.3%
2004	185.2	186.2	187.4	188.0	189.1	189.7	189.4	189.5	189.9	190.9	191.0	190.3	188.9	2.7%
2005	190.7	191.8	193.3	194.6	194.4	194.5	195.4	196.4	198.8	199.2	197.6	196.8	195.3	3.4%
2006	198.3	198.7	199.8	201.5	202.5	202.9	203.5	203.9	202.9	201.8	201.5	201.8	201.6	3.2%
2007	202.5	203.5	205.4	206.7	207.9	208.4	208.3	207.9	208.5	208.9	210.2	210.0	207.3	2.8%
2008	211.1	211.7	213.5	214.8	216.6	218.8	220.0	219.1	218.8	216.6	212.4	210.2	215.3	3.8%
2009	211.1	212.2	212.7	213.2	213.9	215.7	215.4	215.8	216.0	216.2	216.3	215.9	214.5	-0.4%
2010	216.7	216.7	217.6	218.0	218.2	218.0	218.0	218.3	218.4	218.7	218.8	219.2	218.1	1.6%
2011	220.2	221.3	223.5	224.9	226.0	225.7	225.9	226.5	226.9	226.4	226.2	225.7	224.9	3.2%
2012	226.7	227.7	229.4	230.1	229.8	229.5	229.1	230.4	231.4	231.3	230.2	229.6	229.6	2.1%
2013	230.3	232.2	232.8	232.5	232.9	233.5	233.6	233.9	234.1	233.5	233.1	233.0	233.0	1.5%
2014	233.9	234.8	236.3	237.1	237.9	238.3	238.1	237.9	238.0	237.4	236.2	234.8	236.7	1.6%
2015	233.7	234.7	236.1	236.6	237.8	238.6	238.7	238.3	237.9	237.8	237.3	236.5	237.0	0.1%
2016	236.9	237.1	238.1	239.2	240.2	241.0	240.6	240.8	241.4	241.7	241.4	241.4	240.0	1.3%
2017	242.8	243.6	243.8	244.5	244.7	245.0	244.8	245.5	246.8	246.7	246.7	246.5	245.1	2.1%

**Effect on County Budget of Elected Officials Pay Raises  
For the Fiscal Year Ending June 30, 2019**

Employee	Position	FY 2018 Base Salary	FY2018 Longevity	Statutory/ Combined Add on	FY2019 Longevity Increase	New Statutory	Total Increase	Total Raise Cost	18/19 Salary	Hourly Rate	New Base
Jane Weber	Commissioner	\$61,769.41		2,000.00	1,297.16	1,297.16	1,297.16	1,520.40	65,066.57	31.28	63,066.57
Jim Larson	Commissioner	\$61,769.41		2,000.00	1,297.16	1,297.16	1,297.16	1,520.40	65,066.57	31.28	63,066.57
Joe Briggs	Commissioner	\$61,769.41		2,000.00	1,297.16	1,297.16	1,297.16	1,520.40	65,066.57	31.28	63,066.57
Jamie Bailey	Treasurer	\$61,769.41		5,032.00	1,297.16	1,297.16	1,297.16	1,520.40	68,098.57	32.74	63,066.57
Rina Moore	Clerk & Recorder	\$61,769.41		5,032.00	1,297.16	1,297.16	1,297.16	1,520.40	68,098.57	32.74	63,066.57
Faye McWilliams	Clerk of Court	\$61,769.41		2,000.00	1,297.16	1,297.16	1,297.16	1,520.40	65,066.57	31.28	63,066.57
Mary Jolley	Justice of Peace	\$61,769.41		2,000.00	1,297.16	1,297.16	1,297.16	1,520.40	65,066.57	31.28	63,066.57
Steven Fagenstrom	Justice of Peace	\$61,769.41		2,000.00	1,297.16	1,297.16	1,297.16	1,520.40	65,066.57	31.28	63,066.57
Josh Racki (limited to \$126,132)	County Attorney	113,055.21		-	2,374.16	2,374.16	2,374.16	2,782.75	115,429.37	55.49	115,429.37
Bob Edwards	Sheriff	\$61,769.41	11,711.61	5,032.00	1,297.16	1,297.16	1,914.85	2,098.68	80,427.87	38.67	63,066.57
Other Sworn Personnel		1,946,878.35			40,884.45		60,353.23	66,147.14	2,007,231.58		
Non Union COLA											
Non-Union Personnel		5,696,605.00			2,10000%		119,628.71	119,628.71			
Total Cost		\$8,312,463.25	\$11,711.61	\$27,096.00	\$20,086.48	\$0.00	\$194,648.21	\$202,820.46	\$2,729,685.36		

Estimated total cost of compensation change without CBA

CBA Wage & Longevity Increases

Total Increase

Last Years Mill Value

Estimated Needed Increase in Mills

\$202,820.46  
\$518,440.00  
**\$721,260.46**

161,931.85  
4.45